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MINUTES
OF THE
CIA CAREER COUNCIL

24th Meeting, Thursday, 3 May 1956, 4:00 p.m.
DCI Conference Room, Administration Building

Present: Harrison G. Reynolds, D/Pers, Chairman
25X1A9a [REDACTED] COP-DD/P, Alt. for DD/P, Member
Lyman B. Kirkpatrick, IG, Member
H. Gates Lloyd, ADD/S, Alt. for DD/S, Member
25X1A9a [REDACTED] D/CO, Member
SA/DDI/AD, Alt. for DD/I, Member
[REDACTED] /TR, Alt. for DTR, Member
[REDACTED] utive Secretary
[REDACTED] eporter

1. The minutes of the 22nd and of the 23rd meetings of the CIA Career Council were approved as distributed.
2. The revised Staff Study, "Career Planning for Individuals," dated 26 April 1956, was approved subject to the following provisions:
 - a. The word "plan" will be eliminated where possible in order to avoid the implication of an inflexible or approved program.
 - b. The first conclusion of the Staff Study - that Career Preference Outlines should be required eventually for all members of the CIA Career Staff - was eliminated and minor adjustments to the text of the remaining conclusions relating to this matter were made.
 - c. The text of the "caveat" at the bottom of the Career Preference Outline, which would be signed by the employee concerned, was strengthened.
 - d. Instructions for the supervisor will be added to the back of second sheet of the Career Preference Outline.
3. It was agreed that the Heads of Career Services and Operating Officials including all Area Division Chiefs would be invited to a special meeting of the CIA Career Council to be held in the Director's Conference Room on 24 May 1956 at 4:00 p.m. The Director of Personnel was requested to invite these officials. The staff study on career planning would be the only item on the agenda and would form the basis for the discussion.

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4. The Staff Study, "National Defense Executive Reserve," dated 17 April 1956, which had been recommended to the Council by the DD/S was briefly discussed. Although the need for establishing such an Executive Reserve in cooperation with the Office of Defense Mobilization, as well as for establishing an internal CIA Specialist Reserve, was not apparent to all members of the Council, the Staff Study was approved. The D/Pers was requested to conduct further studies and continue conversations with the ODM in order that the Agency might, if practicable, carry out the spirit of the Executive Order establishing the National Defense Executive Reserve. It was recognized that only by cooperating with ODM would CIA be able to earmark civilians that might be needed in the event of a national emergency.

5. The Council decided not to act on the candidates recommended by the Defense Colleges Selection Panel to attend the Advanced Management Program at Harvard University and the Armed Forces Staff College at Norfolk. Instead, it agreed to interview all available candidates at a meeting of the Council to be held on the following Thursday, 10 May 1956.

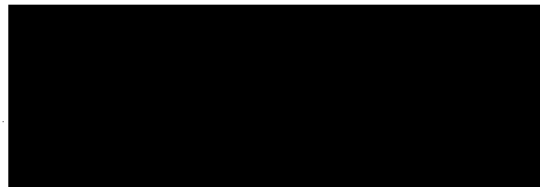
6. The Council approved the recommendations of the Deputy Directors (I, P, & S) for members of the CIA Selection Board for Fiscal Year 1957 and agreed to forward these recommendations to the Director for appointment by him.

7. The proposed schedule of topics for consideration by the Council was briefly discussed. It was agreed that on 17 May 1956 the Council would consider the following matters:

- a. Disciplinary Actions
- b. Separation Actions
- c. The Handling of Mediocre Performance
- d. How Can the Fitness Report Be More Effectively Used?

The Council also agreed to discuss Competitive Promotion at its proposed Meeting on 17 May.

8. The Council adjourned at 5:00 p.m.



Executive Secretary
CIA Career Council

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